

RFP 4668-0-2016/DH  
Exhibit 8  
Department of Criminal Justice Services  
Required Standards for the Norfolk Police Academy Policy for  
Physical Examinations

TO:

FROM: Director, Norfolk Police Academy

SUBJECT: Norfolk Police Academy Policy For Physical Examinations

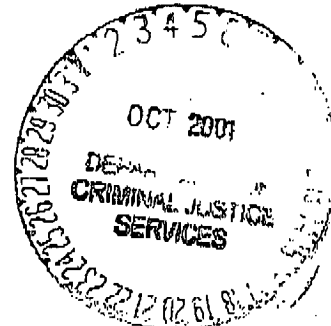
Pursuant to requirements from the Department of Criminal Justice Services regarding physical examinations for academy students, The Norfolk Police Academy has set forth the following policy.

Prior to a recruit beginning required entry-level training, he/she must have been examined by a licensed physician within 6 months prior to attending training. The employing department must certify to the Norfolk Police Academy that the recruit has received a current physical examination that will assure the Academy that the recruit is physically capable of participating in the training program itself. The examination may be completed in conjunction with the departmental exam required under section 15.1-131.8v of the Code of Virginia. The Director of the Norfolk Police Academy shall provide the employing department with an outline of the parameters of the physical and related requirements for entry-level law enforcement training. This information shall be made available to the examining physician by the employer.

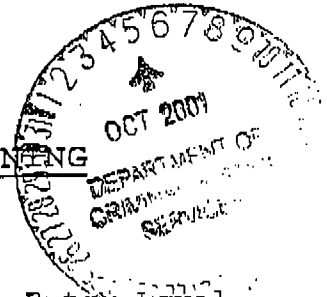
The head of the employing department shall forward to the Norfolk Police Academy a statement by the physician that the applicant has been examined and is physically capable of completing entry-level law enforcement training. This must be forwarded to the Director of Training no later than the beginning of the first day of the Basic Recruit school.

Commanding Officer  
Norfolk Police Academy

Attachments



## PHYSICAL EXAMINATIONS FOR LAW ENFORCEMENT TRAINING



### I. Entry Level Law Enforcement Training:

All attendees of the Norfolk Police Academy's Entry-Level Law enforcement [Basic Recruit] Training will have been examined by a licensed physician within 6 months prior to attending training. The City of Norfolk Police Recruit Employment Physical shall be evidence certifying that the NPD Police Recruit has met the below parameters for physical training. Other agencies employing attendees of the Norfolk Police Academy's Entry-Level Training will certify to the Academy that the recruit has received a current physical examination meeting the parameters set out below.

The employing agency will be given a copy of the letter titled NORFOLK POLICE ACADEMY POLICY FOR PHYSICAL EXAMINATIONS and a copy of the PARAMETERS OF THE PHYSICAL AND RELATED REQUIREMENTS FOR ENTRY-LEVEL TRAINING.

The requirements of the Norfolk Police Academy shall meet or exceed those required and or recommended by the Department of Criminal Justice Services.

### II. Specialized Law Enforcement training:

Depending on the nature of the specialized training, it shall be the Commanding Officer of the Training Division [Director Norfolk Police Academy] who determines whether or not a physical examination meeting the parameters as set out below will be required for attendees. Generally, Defensive Tactics, Defensive Tactics Instructor and other schools of this nature would fall into this category.

### III. Parameters for Physical Examinations for Entry Level Law Enforcement Training:

Parameters for the employing agency to provide to the examining physicians to assist in determining an applicant's physical capability in participating in a mandatory entry-level training program for the position of Law Enforcement Officer.

- A. Strenuous physical exercise requiring: physical agility; strength; musculoskeletal range of motion [to include joints]; neuro-muscular coordination; hand-eye coordination and balance; cardio-pulmonary stamina and aerobic endurance.

B. Areas of training requiring physical exercise will include:

1. Use of non-deadly weapons requiring use of a baton to subdue an aggressive suspect, proper footwork, maintaining of body balance, and escaping from an aggressive grab.
2. Unarmed confrontations utilizing control holds and take-down tactics that place force on joints, and extremities, self-defense techniques that require strength, stamina and agility and disarming suspects with various weapons.
3. Unusual hazardous situations such as auto accidents or disaster sites where the lifting and removal of victims may be necessary, or where the administration of first aid and CPR is required.
4. Operation of a motor vehicle under emergency conditions requiring safe driving techniques, skid control, backing, and defensive driving.
5. The pursuit, arrest, and restraint of aggressive and hostile suspects requires all aspects of physical exercise.
6. Identify and use the practical mental, emotional and physical preparation and response to officer ambush or sniper situations both on foot and in a vehicle.

C. Vision--requirements set by employing agency. To include: color distinction, night vision, depth of field/peripheral. Areas of training requiring correct functioning of vision are:

1. Observation techniques, on foot, in a vehicle and during investigations;
2. Firearms training requires completion of day and night target and combat courses;
3. Vehicle operation, color distinction of signs and suspect vehicles, and emergency traffic situations require visual acuity in all areas; and
4. Officer survival in all suspect confrontation situations, ambush or sniper situations, and handling multiple arrests require normal depth of field and peripheral functioning.

- D. Hearing--requirements as set by employing agency. Under normal circumstances, the ability to hear classroom and field instruction is needed.
- E. Physical ability to fire a handgun and shotgun. The recruit should have no physical deformity, defect or restriction which would prevent the cocking and firing of a handgun or shotgun. Firearms training requires the student to fire from the standing, kneeling, sitting and prone positions. Combat courses require mobility and the use of various barriers. Recruits will also be exposed to tear gas and liquid. Both day and night training in all types of weather is required.
- F. Training is both physically and psychologically stress oriented to elicit spontaneous reactions. Students are placed in situations where they must make critical life and death decisions such as: when to use deadly force, shoot/don't shoot situations, disaster response, ambush and sniper attack, domestic violence and response to various in-progress criminal activity. Any psychological abnormalities observed during the physical exam should be explored and thoroughly documented.

IV. Employing agencies will be given a copy of the letter titled NORFOLK POLICE ACADEMY POLICY FOR PHYSICAL EXAMINATIONS

